

# VISION 2028

## LEADERSHIP MIDDLE TENNESSEE STRATEGIC PLAN



### DEVELOPING THE PLAN

In the fall of 2023, Leadership Middle Tennessee engaged in a strategic planning process to develop priorities for 2024 through 2028. This dynamic process involved gaining the insight of 400 Leadership Middle Tennessee alumni, board members and supporters.



Insight from these constituencies, as well as developing background information and benchmarking with other leadership organizations, was provided to the strategic planning committee. The strategic planning committee consisted of Leadership Middle Tennessee board members, former board members and program graduates from different years who met twice during the planning process and interacted regularly through email.

The board of Leadership Middle Tennessee approved the updated mission statement, strategic priority areas and goals reflected in this brochure.



### STRATEGIC PRIORITY AREAS

#### Enhance Programming

*Ensure that class programs are diverse, relevant, meaningful, educational and solution orientated.*

- Update county program guidelines for the highest quality and relevance
- Build a database of qualified speakers for program committees
- Annually review session topics for each county program
- Update the county session planning committee model to include alumni from various classes

#### Expand Alumni Engagement

*Increase alumni involvement through meaningful programs.*

- Develop an alumni engagement plan to increase alumni involvement.
- Focus on enhancing the alumni database and its access to alumni.

#### Grow Financial Stability

*Build a sustainable funding model to meet Leadership Middle Tennessee's goals.*

- Create a five-year financial plan.
- Establish an endowment.
- Develop a five-year fundraising plan.
- Explore potential scholarship policies and funding sources.

#### Enhance Recruitment

*Build a strong pipeline of qualified and diverse candidates.*

- Establish a recruitment committee.
- Develop and implement a year-round recruitment plan.
- Build a list of top leaders and companies to recruit for future classes and establish relationships with them.
- Ensure classes represent the diversity of the county and region.

#### Strengthen Leadership Middle Tennessee Operations

*Enhance structure, define roles and provide needed resources.*

- Review and update as needed the bylaws, job descriptions, policies and functions to enhance board engagement.
- Be intentional to attract top-tier board members and increase diversity among the board and staff.
- Update staffing plans to include outsourcing professional services when needed.

**MISSION: INSPIRING LEADERS TO BUILD A BETTER REGION.**